



CODE OF CONDUCT

Approved: 15th October 2025

Reviewed:

Waikato Hockey is dedicated to promoting the wellbeing and protection of its members, staff, parents, volunteers, and participants in Waikato Hockey events. The organisation is committed to eliminating discrimination, harassment, abuse, and any other forms of inappropriate behaviour from the sport. Staff, (including employees and contractors) and volunteers will work together to embrace diversity and respect the right of all players and those associated with Waikato Hockey and Club events, especially children and vulnerable individuals.

This policy is to be read together with Waikato Hockey's Policies and Procedures, more specifically the; *Waikato Hockey Competition Bylaws*; **Complaints & Escalation Policy**; and **Wellbeing & Protection Policy**.

These policies can be found by following the link to the Waikato Hockey website
<https://www.waikatohockey.org.nz/about-us/resources-policies/>

Any queries about this or any other related Waikato Hockey policy can be directed to the
ceo@waikatohockey.org.nz

Values

- Waikato Hockey knows everyone involved in the activity/sport is here because of a shared passion for the activity/sport and care for the people involved.
- Waikato Hockey aims to provide a safe, inclusive and enjoyable environment for everyone involved in its activities. People are expected to show respect and courtesy in their interactions with others.
- Children and young people must be cared for, treated with respect and their welfare placed at the centre of everything we do in the activity/sport.
- Everyone involved in the activity/sport joins with good intentions, and we are all expected to do our part responsibly and to comply with our policies and rules.

Purpose

This code aims to:

- Provide guidance on the behaviour expected of all people when participating in Waikato Hockey's activities.
- Support an inclusive environment where all people are treated with dignity, respect and courtesy.

Application

This code applies to anyone involved in Waikato Hockey and its affiliated clubs/schools, where applicable. This includes volunteers, participants, supporters, club members, employees, service providers, and families/whānau of participants.

EXPECTED BEHAVIOURS

Everyone

Everyone involved with Waikato Hockey must obey the law, at all times.

Everyone is expected to:

- Act in good faith towards Waikato Hockey
- Show commitment to Waikato Hockey's purpose
- Follow the principles of fair play, and encourage others to do the same
- Respect the rights, dignity, value and worth of every individual; be fair and consistent regardless of gender, ability, disability, ethnic origin, or religion
- Be considerate and treat everyone fairly and equally
- Be a positive role model and lead by example
- Communicate with others in a way that is honest and considerate
- Be committed to providing a quality service and activity/sporting environment
- Behave professionally, responsibly and ethically, at all times
- Not behave in a way that is discriminatory, bullying, harassing, racist, sexist, violent, abusive or otherwise inappropriate towards others, in person or online
- Never engage in the inappropriate/excessive or illegal use of alcohol or drugs in the club/Hockey environment/functions/trips.
- Always ensure safe and healthy practices
- Follow this code, Waikato Hockey's policies and procedures, and any applicable rules issued by Waikato Hockey, and/or any Waikato Hockey's affiliated clubs
- Report breaches of this code, Waikato Hockey's policies and procedures, and any applicable rules issued by and/or any Waikato Hockey's affiliated clubs/schools.
- Behave in a way that enhances and supports the good reputation of Waikato Hockey -affiliated clubs, Waikato Hockey, Hockey New Zealand and Sport NZ and does not bring clubs/schools or the sport of Hockey into disrepute.
- Commit to protecting the integrity of sport and the health of others by not engaging with and reporting conduct that is contrary to the spirit of sport, specifically anti-doping, unsafe/unethical medical practices, match fixing and sports betting
- Never disclose to any person any confidential information; or use any confidential information for my own benefit or in any other manner which may harm the interests of the Club/Schools, Waikato Hockey, its members, or the sport of Hockey.
- Treat all property with care and respect and use property only for its intended and authorised purpose.
- Waikato Hockey promotes a vape and smoke-free environment to protect athletes' health and enhance performance.

Participants

Participants are expected to:

- Play competitively and fairly.
- Play by the rules of the activity/event.
- Conduct yourself in a sportsman-like manner and treat fellow players, coaches, managers, staff, officials, volunteers, and opponents with respect.
- Be respectful of officials/volunteers, coaches, team managers, teammates, and other competitors.
- Refrain from arguing with or abusing officials/ umpires, coaches, and team managers, instead follow correct resolution procedures.
- Be cooperative with officials/umpires, coaches, team managers, teammates, and other competitors.
- Comply with training, competition, curfew, and behaviour requirements while in camp or on tours.

- Waikato Hockey promotes a vape and smoke-free environment to protect athletes' health and enhance performance.

Family / whānau

Family/whānau of participants are expected to:

- Remember participant enjoyment of the activity/sport is most important.
- Encourage participants, not force them.
- Focus on participant effort and performance, not the result.
- Never punish participants for making a mistake or not winning.
- Encourage participants to play by the rules of the sport.
- Encourage low-level resolution of disagreements.
- Be appreciative of officials/umpires, coaches, supervisors and team managers, and respect their decisions.
- Teach your child to respect the efforts of their opposition.
- Remember that children learn best by example so applaud good performances by both your child and their opponents.
- Give positive comments that motivate and encourage continued effort.
- Support your child's efforts and performance.
- Thank the coaches, officials and other volunteers who give their time to conduct the event/activity.
- Help when asked by a coach or official.
- Never use bad language, nor harass players, coaches, officials or other spectators or criticise/ridicule your child or others' performance after the competition.
- Respect and abide by the official's decisions and encourage child / children to do likewise.
- Ensure that your child's coach or team manager are informed regarding absenteeism, medical conditions, or other relevant matters concerning your child.
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Managers/Volunteers/Administrators

Managers/Volunteers/Administrators are expected to:

- Be responsible and accountable for the overall management and wellbeing of the team/group/club.
- Create a collaborative and inclusive team/group environment.
- Read, understand and comply with Waikato Hockey's policies and procedures, and agreed expected behaviours and values.
- Have a good understanding of Waikato Hockey policies and other relevant Waikato Hockey rules or guidelines, ensuring the team/group acts in accordance with them.
- Act with care and diligence and in a manner that protects the health and safety of all persons involved or interacting with the environment.
- Respect and treat all participants fairly and equally.
- Remember that players participate for their enjoyment, wellbeing and benefit.
- Ensure everyone has positive game experiences. All participants deserve equal attention and opportunities.
- Operate within the rules of Hockey and the principles of fair play, while encouraging participants to do the same
- Display high standards of language, manner, punctuality, preparation and presentation.
- Display control, courtesy, respect, honesty, dignity and professionalism to all involved within the activities of Hockey– this includes players, opponents, officials, administrators, the media, families and spectators, and encourage players to do the same.
- Be alert to any form of verbal, physical or emotional abuse towards others and take all reasonable steps to eliminate behaviours that are harassing or demeaning to persons with whom they interact.
- Understand appropriate boundaries and maintain professionalism in relationships with players and all persons involved or interacting with the club/Hockey environment.

- Ensure any physical contact with others is to be appropriate to the situation and necessary (for example, necessary for a players skill development and with the individual's informed consent, or for safety reasons).
- Refrain from initiating an intimate and/or sexual relationship with a participant and discourage any attempt by a participant to initiate such a relationship with you.
- Show concern and caution toward sick and injured participants and encourage participants to seek medical advice where and when required.
- Refer participants to and/or seek advice and assistance from appropriately trained and qualified professionals when additional expertise is required.
- Never be under the influence of drugs and/or alcohol while performing their role.
- Advocate a sporting environment free of drugs, alcohol and performance enhancing substances.
- Accurately represent all qualifications, experience, competence and affiliations they have.
- Maintain qualifications as appropriate and seek continuous improvement and development opportunities for themselves.
- Seek advice and assistance where required.
- Do not disclose any confidential information relating to the participants without prior written consent.
- Refrain from criticism of coaches and/or participants.
- Waikato Hockey promotes a vape and smoke-free environment to protect athletes' health and enhance performance.

Coaches

Coaches are expected to:

- Create a collaborative and inclusive team/group environment.
- Read, understand and comply with Waikato Hockey's policies and procedures, and agreed expected behaviours and values.
- Have a good understanding of Waikato Hockey policies and other relevant Waikato Hockey rules or guidelines, ensuring the team/group acts in accordance with them.
- Ensure a safe and positive environment for recreation, training and competition by ensuring programmes, training, equipment and the environment are appropriate for the age, physical and emotional maturity, experience and ability of the participants.
- Act with care and diligence and in a manner that protects the health and safety of all persons involved or interacting with the environment.
- Support participants to reach their full potential, keeping in mind their individual talents, developmental stages and sporting/activity goals.
- Respect and treat all participants fairly and equally.
- Remember that players participate for their enjoyment, wellbeing and benefit.
- Ensure everyone has positive game experiences. All participants deserve equal attention and opportunities.
- Operate within the rules of Hockey and the principles of fair play, while encouraging participants to do the same.
- Display high standards of language, manner, punctuality, preparation and presentation.
- Display control, courtesy, respect, honesty, dignity and professionalism to all involved within the activities of Hockey– this includes players, opponents, officials, administrators, the media, families and spectators, and encourage players to do the same.
- Be alert to any form of verbal, physical or emotional abuse towards others and take all reasonable steps to eliminate behaviours that are harassing or demeaning to persons with whom they interact.
- Understand appropriate boundaries and maintain professionalism in relationships with players and all persons involved or interacting with the club/hockey environment.
- Ensure any physical contact with others is to be appropriate to the situation and necessary (for example, necessary for a players skill development and with the individual's informed consent, or for safety reasons).

- Refrain from initiating an intimate and/or sexual relationship with a participant and discourage any attempt by a participant to initiate such a relationship with you.
- Show concern and caution toward sick and injured participants and encourage participants to seek medical advice where and when required.
- Refer participants to and/or seek advice and assistance from appropriately trained and qualified professionals when additional expertise is required.
- Respect, support and assist other coaches to support the sport's long-term success and sustainability.
- Never be under the influence of drugs and/or alcohol while performing their role
- Advocate a sporting environment free of drugs, alcohol and/or performance enhancing substances.
- Accurately represent all qualifications, experience, competence and affiliations.
- Maintain qualifications as appropriate and seek continuous improvement and development opportunities for themselves.
- Seek advice and assistance where required.
- Do not disclose any confidential information relating to the participants without prior written consent.
- Refrain from criticism of other coaches.
- Waikato Hockey promotes a vape and smoke-free environment to protect athletes' health and enhance performance.

Officials / Event Volunteers

Officials/Event Volunteers are expected to:

- Officiate fairly and impartially, placing participant safety and wellbeing at the heart of their approach.
- Treat all participants equally, and with dignity and respect and conduct themselves in an ethical way.
- Act with care and diligence and in a manner that protects the health and safety of all persons involved or interacting with the club environment/event.
- Be committed to providing a quality service, activity/event and sporting environment.
- Remember that players participate for their enjoyment, wellbeing and benefit.
- Have a thorough understanding of Hockey rules and other relevant policies and regulations.
- Condemn unsporting behaviour and encourage respect for competitors.
- Refrain from arguing with or abusing participants, coaches, and team managers, instead follow correct resolution procedures.
- Display control, courtesy, respect, honesty, dignity and professionalism to all involved within the sphere of sport – this includes players, competitors, officials, administrators, the media, families/Waikato Hockey and spectators.
- Communicate with others in a way that is honest and considerate.
- Support other officials/volunteers and encourage respect for them.
- Never be under the influence of drugs and/or alcohol while performing their role.
- Waikato Hockey promotes a vape and smoke-free environment to protect athletes' health and enhance performance.

Reporting a breach

Complaints can be made in writing via email through the Waikato Hockey [Complaints & Reporting Form](#). If you are having issues completing, please email ceo@waikatohockey.org.nz

Code of Conduct Breaches

Decisions regarding Code of Conduct noncompliance and resulting penalties shall be at the sole discretion of the CEO, Waikato Hockey Board or its nominated subcommittee.

Privacy & Data Protection

Waikato Hockey is committed to protecting personal information in accordance with the New Zealand Privacy Act. All personal data collected will be handled securely and used only for legitimate purposes related to hockey activities.

Social Media & Online Conduct

All participants, staff, and volunteers must behave responsibly online. Cyberbullying, harassment, or sharing inappropriate content is strictly prohibited. Social media use must reflect the values and integrity of Waikato Hockey.

Enforcement and Sanctions

Breaches of this Code of Conduct may result in disciplinary action including verbal or written warnings, suspension, or removal from roles. Individuals have the right to appeal decisions through the Waikato Hockey Complaints Policy and Procedure.

Health & Safety: Concussion and Safeguarding

Waikato Hockey adheres to Hockey NZ and Sport NZ guidelines for concussion and injury management. All suspected concussions must be reported and managed appropriately. Staff and volunteers are obligated to report any concerns regarding child safety.

Integrity: Anti-Doping and Match-Fixing

Waikato Hockey supports the integrity frameworks of Hockey NZ and Sport NZ. All participants must refrain from doping, match-fixing, and unethical medical practices. Any suspicious activity must be reported immediately.